Public Service Commission
Te Kawa Mataaho

21 October 2026

9(2)(a) privacy

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Official Information Act Request
Our Ref: OIA 2026-0304

I refer to your Official Information Act 1982 (OIA) request received by the Public Service Commission Te Kawa Mataaho (the Commission) on 23 September 2026 for:

> *"all directives regarding te reo Māori or English, shared between ministerial offices and agencies, between 1 November 2023 and 23 September 2026."*

We understand that your request was sent to all public service departments, and that you are therefore seeking information held by the Commission.

In the context of your request, we have interpreted 'directives' to include communications to/from ministerial offices that instructed or directed the Commission's use or application of te reo Māori or English. However, in our response we have included some publicly available information that falls outside the scope of your request where it is relevant to the subject matter of your request and may be of interest to you.

Information publicly available

The Commission has released a range of documents on the topic of agency names and government branding. We have listed these in the table below for you, and note that item five, previously released to you, contains ministerial directives regarding the Commission's branding.

Item	Date	Document Description	Website Address
1	5 December 2023	**REPORT:** MoSR 2023-0302 – Delivering better public services and strengthening democracy: use of the Māori language by public sector agencies	https://www.publicservice.govt.nz/assets/DirectoryFile/2023-0302-Report-Delivering-better-public-services-and-strengthening-democracy-Use-of-the-Maori-language-by-public-sector-agencies.pdf

2	10 May 2024	**REPORT:** MoSR 2024-0143 – Ministerial directions – agency names	https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0143-REPORT-Ministerial-directions-agency-names.pdf
3	16 May 2024	**AIDE-MEMOIRE:** MoSR 2024-0155 – Cabinet Oral item – Ministerial directions and public service department names	https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0155-AIDE-MEMOIRE-Cabinet-Oral-item-Ministerial-directions-and-public-service-department-names.pdf
4	11 August 2025	**OIA RESPONSE:** OIA 2025-0027 – Information request regarding current policies and practices relating to te reo Māori	https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2025-0027-Information-request-regarding-current-policies-and-practices-relating-to-te-reo-Maori.pdf
5	9 July 2026	**OIA RESPONSE:** OIA 2026-0119 and OIA 2026-0125 – Information request regarding Ministerial directives made about te reo Māori or agency names in the last six months **Contains:** **REPORT:** MoSR 2026-0091 – Instruction to change the branded name of the Commission **REPORT:** MoSR 2026-0100 – Instruction on the Commission's branding and the NZ Identity Guidelines **REPORT:** MoSR 2026-0111 – Implementing a refresh of the Public Service Commission and New Zealand Government branding	https://www.publicservice.govt.nz/assets/DirectoryFile/OIA-2026-0119+0125-Information-request-regarding-copies-of-Ministerial-directives-made-about-te-reo-Maori-or-agency-names-in-the-last-six-months.pdf

The below table provides some information submitted by the Commission to the Waitangi Tribunal Te Reo in the Public Sector Urgent Inquiry (Wai 3327). We note that item 6 from paragraphs 69 to 78 outlines the Minister's consideration of the draft Government Workforce Policy Statement.

Item	Date	Document Description	Website Address
6	28 May 2024	**WAI 3327:** Brief of evidence (Alex Chadwick) (#A42(b))	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_234048085/Wai%203327%2C%20A042%28b%29.pdf
7	7 June 2024	**WAI 3327:** Hannah Cameron evidence (#A43)	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_214639635/Wai%203327,%20A043%28a%29.pdf
8	28 May 2024	**WAI 3327:** Brief of evidence (Hannah Cameron) (#A43(a))	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_214628275/Wai%203327,%20A043.pdf
9	29 May 2024	**WAI 3327:** Brief of evidence (Heather Baggott) (#A46)	https://www.linz.govt.nz/sites/default/files/2024-09/DOIA%2025-2005%20Question%203%20email%20attachment%20Wai%203327%20Brief%20of%20Evidence%20-%20H%20Baggott.pdf
10	7 June 2024	**WAI 3327:** Heather Baggott evidence (#A46(a))	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_214639716/Wai%203327%2C%20A046(a).pdf
11	26 June 2024	**WAI 3327:** List of TKM Documents (#A61)	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_215540622/Wai%203327,%20A061.pdf
12	26 June 2024	**WAI 3327:** (#3.2.8) The Crown responds to the Tribunal's Memorandum of Directions on 21 June (21 June directions) regarding	https://forms.justice.govt.nz/search/Documents/WT/wt_DOC_216216247/Wai%203327,%203.2.008.pdf

		matters arising from the hearing	

The below table provides the Ministerial reports relating to the Government Workforce Policy Statement (GWPS), as covered by Wai 3327:

Item	Date	Document Description	Website Address
13	5 December 2023	**REPORT:** MoSR 2023-0280 – Delivering Outcomes through Effective Employment Relations – Implementing a Government Workforce Policy Statement on Public Sector Employment Relations	https://www.publicservice.govt.nz/assets/DirectoryFile/2023-0280-REPORT-Delivering-Outcomes-through-Effective-Employment-Relations-Implementing-a-GWPS.pdf
14	7 February 2024	**REPORT:** MoSR 2024-0020 – Government Workforce Policy Statement on Public Sector Employment Relations	https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0020-REPORT-Government-Workforce-Policy-Statement-on-Public-Sector-Employment-Relations.pdf
15	16 July 2024	**REPORT:** MoSR 2024-0202 – Agreement to Lodge the 2024 Government Workforce Policy Statement on Public Sector Employment Relations Cabinet Paper	https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0202-REPORT-Agreement-to-Lodge-the-2024-Government-Workforce-Policy-Statement-on-Public-Sector-Employment-Relations-Cabinet-Paper.pdf
16	6 October 2024	**Cabinet Paper:** Government Workforce Policy Statement on Public Sector Employment Relations 2024	https://www.publicservice.govt.nz/assets/DirectoryFile/Cabinet-Paper-Government-Workforce-Policy-Statement-on-Public-Sector-Employment-Relations-2024.pdf
17	-	2024 Government Workforce Policy Statement: Employment Relations in the Public Sector	https://www.publicservice.govt.nz/assets/DirectoryFile/Government-Workforce-Policy-Statement-2024.pdf

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the OIA on the grounds the information requested is or will soon be publicly available.

Some relevant information has been removed from some of the documents listed in the above tables and should continue to be withheld under the OIA, on the grounds described in the documents.

Information being withheld

There are two further items in scope of your request. I have decided to withhold these under the following sections of the OIA, as applicable:

- section 9(2)(f)(iv) – maintain the current constitutional conventions protecting the confidentiality of advice tendered by Ministers and officials
- section 9(2)(g)(i) – the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency or organisation in the course of their duty.

One of the reports being withheld, as outlined above, is titled '*MoSR 2026-0266 - New Zealand Government Identity Policy and Guidelines – Options for further review*'. This work remains under active consideration. The other document was withheld in our earlier response to you (reference: OIA 2026-0119 & 0125) and remains withheld under section 9(2)(g)(i) of the OIA.

In making this decision, I have considered the public interest considerations in section 9(1) of the OIA, and I do not consider those considerations outweigh the need to protect the confidentiality of the advice while the matter remains under consideration, or the need to protect the ability of Ministers, their staff, and officials to express opinions freely and frankly in the course of their duties.

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this response (with your personal details removed) on the Commission's website.

Yours sincerely



Nicky Dirks
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Public Service Commission Te Kawa Mataaho